

Accommodations: we have found the enemy and it is us

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Everyone Can Serve: Individuals with Disabilities and National Service

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Title I of the ADA protects qualified individuals with disabilities from employment discrimination.

An individual with a disability is qualified if he or she can perform the essential functions of the job with or without reasonable accommodation.

Accommodations

(Equal Employment Opportunity Commission)

Reasonable accommodation is any change or adjustment to a job or work environment that permits a qualified applicant or employee with a disability

- (1) to participate in the job application process,
- (2) to perform the essential functions of a job, or
- (3) to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities.

Reasonable accommodation may include:

- acquiring or modifying equipment or devices,
- job restructuring,
- part-time or modified work schedules,
- reassignment to a vacant position,
- adjusting or modifying examinations, training materials or policies,
- providing readers and interpreters, and
- making the workplace readily accessible to and usable by people with disabilities.

How to Identify a Reasonable Accommodation

- An employee has the responsibility to disclose any physical or mental limitations. However, if a disability is obvious, e.g., the applicant uses a wheelchair, the employer "knows" of the disability even if the applicant never mentions it.
- Frequently, the appropriate accommodation is obvious. However, when the appropriate accommodation is not readily apparent, you must make a reasonable effort to identify one.

What is a Disability?

Prescott Herald, 15 July, 2007

Pistorius disqualified in 400-meter race

Oscar Pistorius' much-anticipated debut against elite able-bodied competition fizzled Sunday when he placed seventh in the 400 meters in heavy rain and then was disqualified. The drama was further dulled when the race's biggest name, Olympic champion Jeremy Wariner, stumbled and stopped a few yards in. Pistorius, who ran in the outside lane, went faster in the second half of the race than the first 200 meters at the Don Valley Stadium.

(Olympic qualifying meet in Sheffield, England)

What is a Disability?

ADA: a person has a disability if he has a physical or mental impairment that substantially limits a major life activity. The ADA also protects individuals who have a record of a substantially limiting impairment, and people who are regarded as having a substantially limiting impairment.

(major life activities, generally refer to seeing, hearing, speaking, walking, breathing, performing manual tasks, learning, caring for oneself, and working.)

ADL'S and IADL'S

Activities of Daily Living (ADL's) include: Bathing, Dressing, Eating, Toileting, Getting in or out of bed or a chair. Getting around inside the home.

Instrumental Activities of Daily Living (IADL's) include: Preparing meals, Going outside the home, Managing money, Using the telephone, Taking prescription medicines, Doing housework

What is a Disability?

Disability Surveys:

- the American Community Survey
- the Survey of Income and Program Participation
- the National Health Interview Survey
- the National Long-Term Care Survey.

Disability Surveys

The American Community Survey

Disability is defined in the ACS as any long-lasting condition, such as blindness, or a condition lasting six months or more causing one or more limitations in functional activities, mental or cognitive abilities, selfcare, mobility, or the ability to work at a job.

Disability Surveys

The Survey of Income and Program Participation

SIPP identifies individuals as having a disability if they have experienced *any* of the following conditions for six or more months:

The Survey of Income and Program Participation

1. Used a wheelchair, cane, crutches, or walker.
2. Had difficulty performing one or more functional activities (seeing, hearing, speaking, lifting, etc.
3. Had difficulty with one or more ADLs.
4. Had difficulty with one or more IADLs.
5. Had one or more specified conditions (a learning disability, mental retardation, or some other type of mental or emotional condition.
6. Had any other mental or emotional condition that seriously interfered with everyday activities.
7. Had a condition that limited the ability to work around the house.
8. If age 16 to 67, had a condition that made it difficult to work.
9. Received federal benefits based on an inability to work

the National Health Interview Survey

Disability refers to any long-term reduction (i.e., limitation) in a person's life activities as a result of a chronic condition. More specifically, activity *limitation* refers to a long-term reduction (three months or more) in a person's capacity to perform the average kind or amount of activities for his or her age group as a result of a chronic condition.

the National Long-Term Care Survey

a person is considered to have a disability if he or she receives help from another person to perform any ADLs or IADLs or is institutionalized in a nursing home, and if any of these conditions have lasted or are expected to last 90 days or more.

What is a Disability?

All of the definitions call disability a “condition” or an impairment which causes limitations in ADL’s, IADL’s or performing at the level expected of most people in similar circumstances for some duration of time.

What is a Disability?

The World Health Organization: International Classification of Function, Disability and Health (ICF)

Every human being can experience a decrement in health and thereby experience some disability. This is not something that happens to only a minority of humanity. ICF 'mainstreams' the experience of disability and recognizes it as a universal human experience.

What is a Disability?

The *medical model*

views disability as a feature of the person, directly caused by disease, trauma or other health condition, which requires medical care provided in the form of individual treatment by professionals. Disability, on this model, calls for medical or other treatment or intervention, to 'correct' the problem with the individual.

What is a Disability?

The *social model* of disability:

disability is a socially created problem and not at all an attribute of an individual. On the social model, disability demands a political response, since the problem is created by an unaccommodating physical environment brought about by attitudes and other features of the social environment.

What is a Disability?

In the ICF ***disability*** is viewed as **OUTCOMES OF INTERACTIONS** between ***health conditions*** (diseases, disorders and injuries) and ***contextual factors***. Including external environmental factors (for example, social attitudes, architectural characteristics, legal and social structures, as well as climate, terrain and so forth); and internal personal factors, which include gender, age, coping styles, social background, education, profession, past and current experience, overall behaviour pattern, character and other factors that influence how disability is experienced by the individual.

What is a Disability?

“Disability . . . is not simply located in the bodies of individuals. It is a socially and culturally constructed identity. Public policy, professional practices, societal arrangements, and cultural values all shape its meaning.” Longmore and Umansky, 2001

What is a Disability?

Disability is not so much the lack of a sense or the presence of a physical or mental impairment as it is the reception and construction of that difference . . . An impairment is a physical fact, but a disability is social construction. For example, lack of mobility is an impairment, but an environment without ramps turns that impairment into a disability. (Davis, 2000)

What is a Disability?

Throughout western history disability has existed at the intersection between the particular demands of a given impairment, society's interpretation of that impairment, and the larger political and economic context of disability. Disability exists as it is situated within the larger social context.

(Braddock and Parish, 2001)

What are Accommodations?

In the World Health Organization model of disabilities, accommodations are the contextual factors .

Accommodations relate to:

social attitudes,	social background,
architectural characteristics,	education,
legal and social structures,	profession,
climate,	past and current experience,
terrain,	overall behaviour pattern,
gender,	character,
age,	coping styles,

and other factors that influence
how disability is experienced by the individual.

The 10 Commandments of Communicating with People with Disabilities

1. Speak Directly
2. Offer to shake hands
3. Identify yourself and others, identify who you are talking to
4. Offer assistance, but wait
5. Treat adults as adults
6. Don't lean on wheelchairs
7. Listen attentively and wait for finish
8. Place yourself at eye level
9. Get attention of person with hearing impairment
10. Relax, use common expressions

Some Things to Remember

People with disabilities are people first

Accommodations often make things easier for everyone (i.e., curb cuts, universal design)

Everyone is incapacitated for at least a little while, sometime

People with disabilities aren't sick

One disability is not all disabilities

Disability is not catching, sinister, evil or punishment

“Disability is a universal human experience”

Indicators of a Welcoming Service Program

- Individuals with disabilities are full participants in program and service activities
- Individuals with disabilities are treated as peers
- Expectations for individuals with disabilities are the same as for others
- *“Qualified individuals with disabilities and those from diverse backgrounds are strongly encouraged to apply. We provide reasonable accommodations for qualified individuals and conduct all activities in fully accessible settings.”*
- Questions and solutions naturally arise about accessibility when planning activities
- Products and interior decorations portray images of people with disabilities

London Taxi

Swivel Seat
to aid passengers with limited mobility



Integral Ramp
Folds out for easy wheelchair access



Demountable Step
For easier entry for those with impaired mobility



Induction Loop
Lets passengers with hearing aids listen to the driver